**Lead Practitioner (English)**

**Job Description**

**Job Title:** Lead Practitioner (English)

**Accountable To:** Leadership Group

**Salary Range:** L5-L9

**Job Purpose**

1. To develop and implement teaching and learning initiatives and strategies throughout the English Department which improves the teaching pedagogy and practice of all members of staff and therefore raises student progress and achievement.
2. To model excellent practice and maintain a clear focus on delivering outstanding teaching and learning to all students.
3. To undertake research into best practice from other schools/institutions and implement evidence-based practice in the department.
4. To research and evaluate innovative curricular practices and draw on research outcomes and other sources of external evidence to inform own practice and that of colleagues.
5. To develop high quality teaching materials and schemes of work within English at all key stages.
6. To use internal and external statistical data and other information to provide a comparative baseline for evaluating learners progress and attainment, a means of judging the effectiveness of staff teaching and as a basis for improving teaching and learning.
7. To regularly coach and support underperforming teachers to enable them to improve their practice and outcomes.
8. To lead on the induction, support and CPD of all newly qualified teachers and early career teachers and liaise with all relevant external organisations.

**Strategic Direction and Development**

1. To provide carefully designed, specific and measurable CPD to improve teachers’ professional practice.
2. To take a lead role, working closely with other leading practitioners in determining and developing policies, procedures and practice, promoting collective responsibility for their implementation to ensure high achievement through effective teaching and learning and whole school improvement.
3. To analyse national, local and school data, research and inspection findings to inform curriculum area policies and practices, expectations and teaching methodologies and to report regularly to the department line manager and leadership group (as appropriate) on progress.
4. To know how to and take a lead role to improve the effectiveness of assessment practice in the school, analysing statistical information to evaluate the effectiveness of teaching and learning.
5. To carry out regular review and evaluation of the quality of teaching and learning of English to raise achievement and contribute to the school’s priorities as part of the school’s improvement plan (SIP).
6. To teach a timetable within specialism appropriate to the demands of the role and the needs of the school.
7. To be willing and open to be regularly observed by other staff and to carry out formal and informal observations of colleagues in order to share best practice and improve the quality of teaching in English.
8. To take a lead role in developing enrichment activities to support pupil progress in English to that the most able are challenged.

**Leading, Motivating & Developing**

1. To have teaching skills which lead to excellent results and outcomes.
2. To demonstrate excellent and innovative pedagogical practice and deliver demonstration lessons regularly.
3. To carry out subject-specific quality assurance activities regularly such as lesson scans, standards walks and full lesson observations.
4. To contribute to the professional development (and performance management where appropriate) of colleagues using a broad range of skills appropriate to their needs so that they demonstrate enhanced and effective practice. (e.g. coaching, mentoring, induction).
5. To regularly disseminate accurate and up-to-date materials and advise on practice, research and CPD provision across English.
6. To make well founded appraisals of situations upon which they are asked to advise, applying high level skills in lesson observations to evaluate and advise colleagues on their work and devising and implementing effective strategies to meet learner needs leading to improvements in student outcomes.
7. Take a lead role in implementing PiXL related or other relevant strategies to raise attainment in English and align outcomes with mathematics as part of the SIP.
8. To promote and endorse accurate and effective literacy and oracy through teaching and learning and staff development.

**Other duties**

1. To play and full active role in the life of the school.
2. To participate and take a lead role in developing and encouraging staff to seize opportunities to implement literacy and oracy skills in teaching and learning.
3. To carry out any other reasonable duties as directed by the Headteacher.